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**INTEROFFICE MEMO**


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**TO:** FILE  
**CC:** MICHAEL S. MENCHACA  
**FROM:** Harold Schuman

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Job Location	001 - Carter-Riverside, Amon	Incident Location:	001 - Carter-Riverside, Amon HS
Accused:	<b>GEORGIA N CLARK</b>	TCHR GRADE 9-12	Hire Date: 8/3/1998 ON LEAVE: 5/29/2019
Reporting Person:	Cherie Washington		
Contract Status:	TCHR CONTINUING		
Allegation(s):	<b>INAPPROPRIATE BEHAVIOR / SOCIAL MEDIA USAGE VIOLATION - Ms. Clark posted a several racially intolerant and/or insensitive messages on a public social media account as well as made similar comment in her classroom toward students.</b>		
Witness(es):			
Investigation Timeframe:	Received: 5/29/2019	Initiated: 5/29/2019	Closed:
Findings:	<b>INAPPROPRIATE BEHAVIOR - SUBSTANTIATED INAPPROPRIATE LANGUAGE - PENDING</b>		
Disposition:			

**History:**

Incident Date	Received Date	Incident Location	Allegation	Finding	Disposition
3/06/2007	3/06/2007	061 - Leonard	Inappropriate Physical Contact	Substantiated w/o Malice	Specialized Training; Letter of Concern
6/12/2012	6/12/2012	015 - Western Hills	Inappropriate Behavior	Substantiated	Reviewed / Deferred to Campus or Supervisor
11/06/2013	11/07/2013	015 - Western Hills	Inappropriate Language	Substantiated	Suspension Without Pay; Reassignment
5/28/2019	5/29/2019	001 - Carter-Riverside, Amon	Inappropriate Language;	Pending	

			Inappropriate Language		
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**Narrative:****History:**

03/06/2007, Inappropriate Physical Contact - Ms. Clark kicked a student.

Substantiated without Malice - Letter of Concern and Specialized Training

06/12/2012, Inappropriate Behavior - Ms. Clark was talking about two coworkers having an affair.

Handled at the campus level.

11/06/2013, Inappropriate Language - Ms. Clark referred to a group of students as "little Mexico" and called another student "white bread."

Substantiated - Suspension without Pay and Reassignment.

**Narrative:**

Georgia Clark, English Teacher at Carter-Riverside HS, posted a several racially intolerant and/or insensitive messages on a public social media account as well as made similar comment in her classroom toward students.

Applicable Board Policy violations included, but not limited to:

DH (Local)

**"...An employee shall be held to the same professional standards in his or her public use of electronic media as for any other public conduct. If an employee's use of electronic media violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment. ..."**

DH (Regulation):

**"Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), Web logs (blogs), electronic forums (chat rooms), video-sharing Web sites (e.g., You Tube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, MySpace, Twitter, LinkedIn). Electronic media also includes all forms of telecommunication such as landlines, cell phones, and Web-based applications.**

**As a role model for the District's students, each employee is responsible for his or her public conduct even when he or she is not acting as a District employee. An employee will be held to the same professional standards in his or her public use of electronic media as for any other public conduct.**

**When communicating publicly on matters that may involve the District, unless there is written documentation or expressed authorization from the Superintendent or designee that the views expressed are those of the District, an employee must clearly state that he or she is expressing his or her personal viewpoint and not an official position of the District."**

Board Policy DH (Exhibit):

**"The Texas educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The Texas educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty. The Texas educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas educator, in fulfilling responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community. 19 TAC 247.1 "**

Ethical Conduct Toward Students

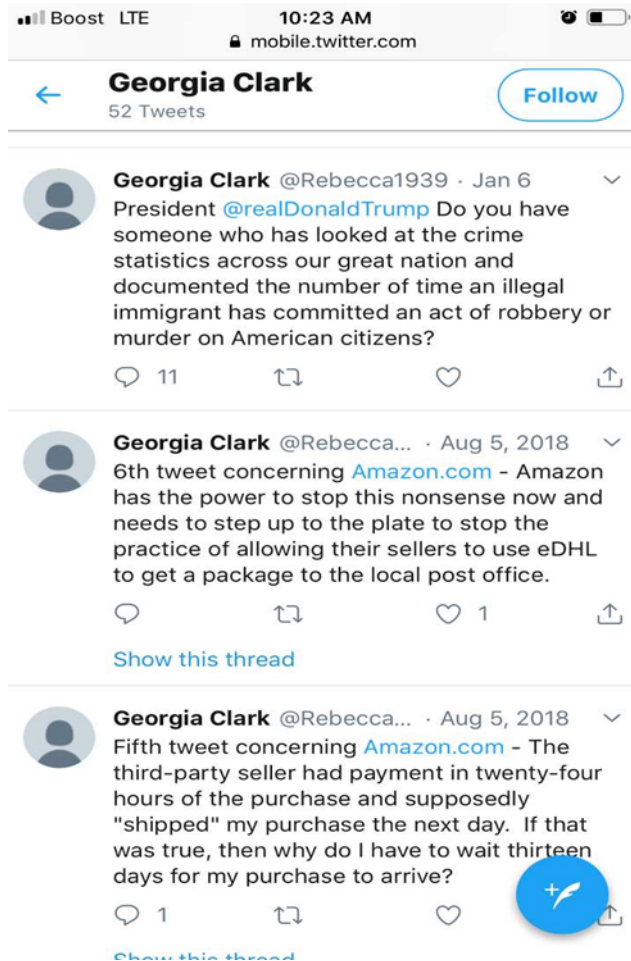
**"Standard 3.2. The educator shall not intentionally, knowingly, or recklessly treat a student or minor in a manner that adversely affects or endangers the learning, physical health, mental health, or safety of the student or minor."**

**"Standard 3.8. The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard. "**

On 05/29/2019, a report was made to the Office of Professional Standards (OPS) regarding social media posts that were discovered on an account reported to belong to Ms. Clark's personal Twitter account. The following were the several reported public posts from Ms. Clark's Twitter account:







Investigator, Harold Schuman, was assigned to the social media posts as a possible policy violation and contacted Greg Ruthart, Principal at Carter-Riverside High School. Mr. Ruthart was directed to have Ms. Clark report to OPS for an interview.

Mr. Schuman met with Ms. Clark at OPS and was asked if she had a Twitter account. Clark stated "yes." Mr. Schuman asked Ms. Clark how she was identified on Twitter; what is her "Twitter handle". Ms. Clark said her handle is **@Rebecca 1939**.

Mr. Schuman presented a copy of the posts / "Tweets" to Ms. Clark and asked if she generated the Tweets in front of her. Ms. Clark acknowledged the Tweets were hers, but she thought she was sending a private message to President Trump. Ms. Clark stated she did not realize that the Tweets were public.

Mr. Schuman pointed out a particular Tweet in which Ms. Clark put her name and phone numbers in the Tweet. Ms. Clark stated that she has been getting several messages on her home and cellphone calling her a "racist bitch." Ms. Clark stated that she generated a police report. Ms. Clark stated she would like to consult an attorney before submitting a written statement.

Mr. Schuman explained to Ms. Clark that she was being placed on Administrative Leave with

Pay by Employee Relations pending an investigation and resolution into the allegations.

Mr. Schuman received and reviewed student witness statements submitted by Mr. Ruthart on a secondary allegation. Note: It was later discovered these statements were collected and were being reviewed at the campus prior to the report of the current, primary allegation.

Witness 1 statement:

***“Friday, May 17th in 417 (Portable) Ms. Clarks room after our lesson around 3:30 Ms. Clark had brung up the fact that people are illegal in our country she then stated that ‘mexicans should not enter our country illegally.’ My classmates started to get upset with this topic so then one of my classmates asked if the could go to the bathroom and she responded ‘show me your papers that are saying you are legal’ the whole class responded ‘that’s racist and mean’ Ms. Clark responded ‘oh well then don’t enter the country illegally.’” [sic]***

Witness 1 second statement:

***“Today in 8th period which is Ms. Clarks class I walked in a sat down at a desk where a laptop was set up to do my achieve because I was having trouble with logging in so Ms. Clark had bought in a new computer one of my classmates had asked Ms. Clark what were the computers for [REDACTED] had replied ‘for the people who don’t do there work’ the she had pointed to me. I di not respond so I told Ms. Clark that I still couldn’t log in and she told me be quiet and then said to the class ‘the main ones that be bitching and moaning are illegal’ the class response was ‘that was racist Ms. Clark.’ The class began to start yelling about the statement Ms. Clark had made so I had walked out and called Ms. Orons to tell her I need to speak with her and that I was at her office door and she had told me that she was on the way.” [sic]***

Witness 2 statement:

***“We were having class and she started talking about how illegals get caught and if they come illigally the get caught and then she said ‘do you have your paper’s to go’ after a student had asked to go to the restroom.”***

On 05/30/2019, Mr. Schuman met with Ms. Clark at OPS regarding the secondary alleged comments she made towards students. Ms. Clark denied making the statement or any statement regarding a student’s immigration status. Ms. Clark stated that the student asked to use the restroom but she did not have her “planner.” Ms. Clark stated the rule / procedure in her classroom is students must have “planners” if they are going to leave the classroom. Ms. Clark stated another student gave the student their “planner” and the student was allowed to go to the bathroom. Ms. Clark provided a written statement.

Ms. Clark’s statement:

***“A female student asked to use the restroom and I requested to see her planner. She did not have her planner with her. Another student loaned a planner to her.***

***This is all I said to the student. Planners are required to leave class and have always been required since the beginning of the year.”***

Given Ms. Clark’s admission, the allegation of Inappropriate Behavior / Social Media Usage Violation is SUBSTANTIATED.

On 5/30/2019, OPS was advised that Ms. Clark is now represented by Attorney Brandon Brim. Representation Letter received via fax and placed in case file.

The Case Review Committee met to and was advised of case status. The Committee chose to move forward with separation / termination.

Case pending

On 5/30/19, FWISD placed Ms. Clark on the 6/4/19 Board Agenda for Proposed Termination of Contract.

Presently, Fort Worth ISD continues to receive multiple student / parent / community concerns regarding Ms. Clark’s case. Some callers have expressed anger on either side of the issue and some have threatened violence and/or property damage.